CROWN ZELLERBACH CORPORATION
CAMAS, WASHINGTON

Management REPORT

November 3, 1955 No. 146

TWO PROMOTIONS announced Monday will be effective sometime after January. L. R. Mullineaux, general supervisor of steam power maintenance and operation, moves to the new CZ plant being erected at Antioch, California, where he will be in charge of the steam producing facilities. Ray, who came to the Camas mill in 1930, progressing through the various steam plant jobs, was made steam plant engineer in 1934, supervisor of steam power in 1942, and was advanced to his present position in 1952. Chester T. Beals, technical assistant to the paper mill superintendent, wrapping end, has been promoted to the new Antioch division where he will have increased responsibilities in the field of stock preparation. He was employed as sulfite helper and paper tester in 1934, later advancing to the positions of lab assistant, kraft mill chemist, assistant technical supervisor, and technical assistant to the paper mill superintendent, wrapping in March of this year.

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CARL RIETZE, head tool attendant, mtce. dept., retired Monday, October 31, after 33 years of service. He and Mrs. Rietze make their home in the Woodburn district.

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TWO 25-YEAR WATCHES will be presented tomorrow (Friday) honoring 25 years of service. Charlotte Esser, bag factory, will receive hers in Wm. Maxwell's office at 4:30 P.M. Guy Tennant, sulfite mtce., will receive his award in Jack Atkins' office at 8 A.M.

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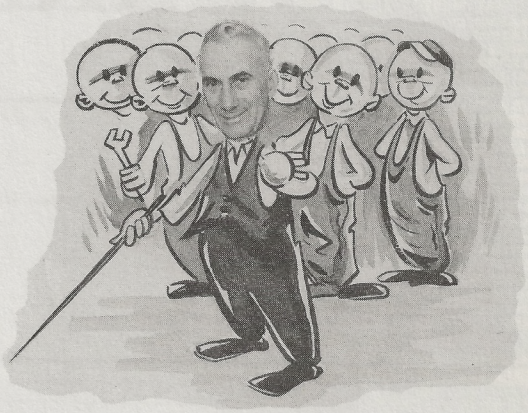

SAFETY RECORD

Disabling injuries since January 1	19
Injuries this year (disabling and slight) .	1300
Days since last disabling injury	16

Maintenance crew with highest safety record, #3 mtce., Frank Lehn, foreman, 5500 days.

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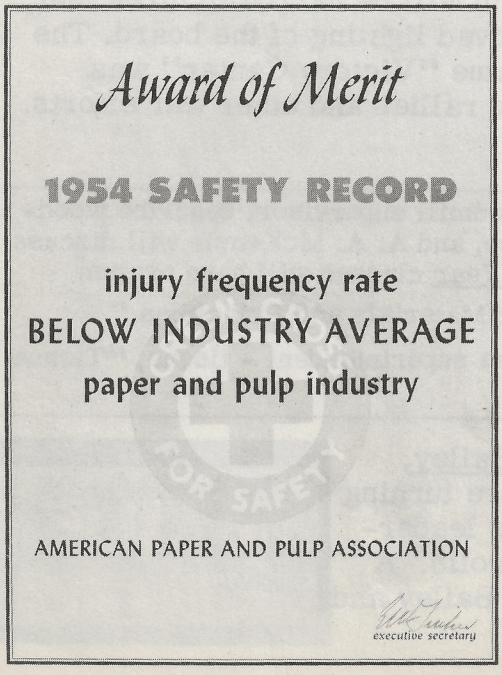

THE AWARD OF MERIT for our 1954 safety record came last week from the American Paper and Pulp Association.

Of the 332 mills reporting to the Association, Camas with a frequency of 4.81, was in the upper one-fourth, or 83rd in the list. Only one other CZ division was ahead of us: the Carthage (N.Y.) mill was No. 42 with a frequency of 2.79. The national average was a frequency of 9.4.

In the section of 80 mills with more than 1½ million man-hours, Camas' frequency record ranked 31st. It is interesting to note that in this group only five mills reporting to the national association worked more man-hours than Camas.

The Champion Paper & Fibre Co., Hamilton, Ohio	9,067,857 hrs.
S.D. Warren Co. Cumberland Mills, Westbrook, Me.	6,406,281 hrs.
Oxford Paper Co., Rumford, Maine	6,370,566 hrs.
The Champion Paper & Fibre Co., Canton, N.C.	6,006,842 hrs.
The Celotex Corporation, Marrero, La.	5,425,367 hrs.
Crown Zellerbach Corp., Camas, Wn.	5,194,067 hrs.

THE NEW NON-INDUSTRIAL MEDICAL AGREEMENT with Columbia Physicians' Service is now effective. At least two changes bring added benefits to employees. For certain disorders women employees may no longer be required to pay for the first three days of hospitalization and use of the surgery. Of advantage to both men and women is the new clause in the agreement which reads as follows:

"Every employee who has been covered continuously for 24 months may apply for a review of any pre-existing conditions pertaining to his coverage. If there has been no treatment for such listed pre-existing condition during the 24 month period immediately prior to such application, the Physicians Service will review said pre-existing condition would be removed or continued as an exception to coverage under this contract."

Over a period of the next few weeks, the insurance office will send a note to each employee who has an exception listed on his physical prior to the time he accepted CPS coverage. The note will state what the pre-existing condition was. If he wishes to have the condition reviewed to determine whether it should be removed or continued as an exception, he should contact the insurance office upon receipt of the note. If any of you have a question about either of the above items or any other portions of the medical contract, please see Mrs. Goff in the insurance office.

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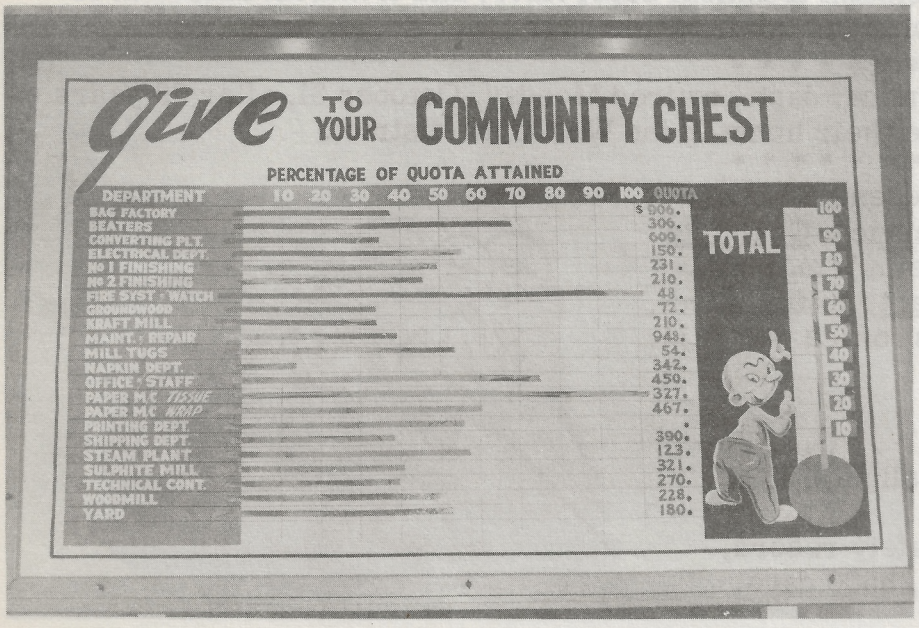

OUR CONGRATULATIONS to the two departments which have already reached 100% of their quotas for the Community Chest. (See chart) Firemen and watchmen and paper machines-tissue, made their contacts early and went right through to victory. Mill chairman Bill Sampson reports a present total of $3382.90 or 75% of the mill quota of $4500 has been achieved. He hopes every department will complete its solicitation this week.

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THE "VICTORY CENTER" near the main mill entrance is being remodeled this week. The platform will be narrowed three feet, leaving a 6-ft. depth for the display of quality signs and improved lighting of the board. The narrower building will also facilitate parking of cars. The name "Victory Center" was adopted during World War II when the stage was built for bond rallies and other war efforts.

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Tonight (Thursday) the Third Year class will hear Conrad Morasch, woodmill supervisor, describe woodmill operations. Fourth Year: C. P. Brown, Gus Lorenz, C. I. Knapp, and A. A. McKenzie will discuss paper machines and finishing operations. Nov. 10: Third and Fourth Year classes will have exams.

November 8 (Tuesday) First Year class: Dr. Jack Barton, CRD, "Basic Materials and Principles."

November 9 (Wednesday) Second Year class: Gus Lorenz, paper machine superintendent - tissue, "Tissue Paper Manufacture." Tour of paper machine area to follow.

BECAUSE OF THE ORIGINALITY and skill of engineers George Bailey, Reynold Soderlind, and Ray Goulet, No. 12 paper machine crews are turning out an improved sheet these days. The engineers, under George's leadership, redesigned the headbox for the installation of new rectifier rolls. A clever sign (see inset) was arranged by operators to be sure that Bailey and his assistants received proper credit.